

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 1636

August 17, 2021

SUMMARY OF BILL: Requires every public and private employer who employs at least six employees, excluding farmers, to complete a Form I-9 and maintain necessary documentation. Creates a rebuttable presumption that a person has not employed, recruited, or for a fee, referred an illegal alien if an employee has been verified through E-Verify. Makes non-substantive changes to current employment verification, appeals, and investigation processes administered by the Department of Labor and Workforce Development. Requires public contractors, public subcontractors, and governmental entities to terminate a contract with any person or entity, if actual evidence is available that such person or entity has violated the requirements of this legislation.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Form I-9 must currently be filled out by all employers and employees, per federal law.
- Based on information provided by the Department of Human Resources, the Department currently utilizes the E-Verify program process when hiring employees and maintains records consistent with that process.
- No significant impact upon current processes or procedures of the Department of Labor and Workforce Development.
- This legislation is estimated to have no significant impact on state or local government.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumptions:

- Businesses will be able to comply with the provisions of this legislation within existing resources and practices.
- Any impact on commerce or jobs in the state is considered not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The script is cursive and fluid.

Krista Lee Carsner, Executive Director

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